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Message Text

UNCLASSIFIED

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22
ACTION NEA-10

INFO OCT-01 ISO-00 /011 W
---------- 025316
R 191346Z FEB 76
FM AMEMBASSY MANAMA BAHRAIN
TO SECSTATE WASHINGTON DC 2788

UNCLAS MANAMA 0163

FOR NEA/EX

E.O. 11652: N/A
TAGS : AFSP, BA
SUBJECT : LOCAL COMPENSATION SURVEY

REF : 75 STATE 265944

1. LOCAL PAY RAISES ANNOUNCED IN THE PAST TWO WEEKS HAVE ADDED AN URGENCY TO OUR OUTSTANDING REQUEST FOR AUTHORIZATION TO INCREASE FSL COMPENSATION EFFECTIVE JANUARY 1, 1976. IN THE PAST TWO MONTHS WE HAVE LOST THREE OF OUR EIGHT FSL'S (AMBASSADOR'S CHAUFFEUR, SENIOR RECEPTIONIST, ONLY CONSULAR ASSISTANT) TO HIGHER PAYING JOBS.

2. AS YOU WILL RECALL (MANAMA1255), OUR OCTOBER WAGE SURVEY SUGGESTED MODEST PAY INCREASES FOR FSL'S. AS REQUESTED REFTEL, WE HAVE FORWARDED ON FEBRUARY 18 A LOCAL SALARY SURVEY WITH RECOMMENDED NEW COMPENSATION PLAN TO BE EFFECTIVE RETROACTIVELY JANUARY 1. SALARY SURVEY INDICATES A NEW COMPENSATION PLAN IS NEEDED AT POST THAT WILL INCREASE CURRENT ANNUAL LOCAL SALARY COST FROM $47,611 TO $55,076, A DIFFERENCE OF $7,464.

3. EMBASSY MANAMA HAS NOT HAD A REVISION OF LOCAL PAY SCALES SINCE MAY 1974. INDIVIDUAL PROMOTIONS AND MERIT INCREASES HAVE TENDED, UNTIL RECENTLY FOR OUR SMALL LOCAL STAFF, TO MASK THE REALITY THAT EMBASSY PAY SCALE, RELATIVE TO GOVERNMENT AND PRIVATE SECTOR, HAVE MADE EMPLOYMENT WITH US MUCH LESS ATTRACTIVE THAN IT ONCE WAS. NOW, AS NOTED ABOVE, WE HAVE ACTUALLY LOST THREE OF EIGHT EMPLOYEES RECENTLY. IN THE INTERVENING PERIOD,
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THE GOVERNMENT OF BAHRAIN AND MOST LOCAL PRIVATE SECTOR FIRMS

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HAVE HAD SALRY INCREASES OF APPROXIMATELY 35 PERCENT. IN THE LAST TWO WEEKS A SERIES OF STRIKES AND NEGOTIATIONS HAVE RESULTED IN PAY INCREASES RANGING FROM 11 TO 30 PERCENT ACROSS-THE-BOARD, EFFECTIVE JANUARY 1. AVERAGE RATE OF INCREASE IS ABOUT 16 PERCENT.

4. ACTION REQUESTED: BECAUSE THE EMBASSY HAS A SMALL STAFF AND THE INCREASED EXPENSE OF OUR NEW SCHEDULE IS RELATIVELY MODEST, EMBASSY REQUESTS AUTHORITY BY CABLE TO ANNOUNCE PAY INCREASES EFFECTIVE JANUARY 1 AS DESCRIBED PARA TWO. POST CAN REPROGRAM ITS FY-76 FUNDS TO MAKE AVAILABLE THE $3,732 NECESSARY TO PAY FOR THE INCREASED SALARIES THROUGH JUNE 30, 1976.
TWINAM

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